



Lawrence County School District

Dr. Titus M. Hines
Superintendent of Education
346 Thomas E. Jolly Dr.
Monticello, MS 39654
Tel: 601-587-2506 Fax: 601-587-2221
www.lawrence.k12.ms.us

October 15, 2021

U.S. District Court
Southern Division of Mississippi
Federal Building
701 North Main Street, Suite 200
Hattiesburg, MS 39401

To Whom This May Concern:

Enclosed are the enrollments and racial balance of the classes of the respective schools of Lawrence County School District. This reports is in compliance with U.S. Court Order (Civil Action No. 2216-H), dated November 1969.

The enclosed information was compiled from our MSIS data base and student administration package in October of the 2021-2022 school term.

Sincerely,

Titus M. Hines, Ed. D.
Superintendent of Education

Exhibit "A"

000001

Dr. Mark Herbert
District 1

Mr. Curtis Alexander
District 2

Mr. Dan Stuckey
District 3

Mrs. Mildred Harvey
District 4

Dr. Wesley Bridges
District 5

Lawrence County School District
2021-2022

I. Student Enrollment

A. The number of students, by race, enrolled in the District as of September 30, 2021

Race	Students	Percent of Total
Black	735	42%
White	949	54%
Hispanic	34	2%
Asian	5	.3%
Native America	0	0%
Pacific Islander	2	.1%
Two or More	45	3%
Total	1770	

B. The number of students, by race, enrolled in each school in the District are listed below.

School Site	Black	%	White	%	Other	%	Total
Rod Paige Middle School	141	49%	131	46%	11	4%	285
Monticello Elementary School	156	47%	155	46%	23	7%	334
Lawrence County High School	241	44%	282	52%	14	3%	546
New Hebron Attendance Center	169	58%	112	38%	10	3%	291
Topeka Tilton Attendance Center	28	9%	269	86%	17	5%	314
Total	735		949		75		1770

C. The number of students, by race and grade, enrolled in the District as of September 30, 2021

Grade	Black	White	Other	Total
Kindergarten	36	87	11	134
1 st Grade	44	81	5	130
2 nd Grade	60	63	8	131
3 rd Grade	54	67	7	128
4 th Grade	64	60	7	131
5 th Grade	60	73	8	141
6 th Grade	45	64	5	114
7 th Grade	58	87	7	152
8 th Grade	70	80	5	155

9 th Grade	76	93	10	179
10 th Grade	61	60	5	126
11 th Grade	47	61	5	113
12 th Grade	49	66	3	118
Special Education	11	7	0	18
Total	735	949	86	1770

D. The number of students, by grade and race, enrolled in Rod Paige Middle School are listed below.

Grade	Black	White	Other	Total
5 th Grade	39	32	5	76
6 th Grade	30	31	2	63
7 th Grade	33	36	4	73
8 th Grade	37	29	2	68
Special Education	2	3	0	5
Total	141	131	13	285

E. The number of students, by grade and race, enrolled in Monticello Elementary School are listed below.

Grade	Black	White	Other	Total
Kindergarten	25	41	5	71
1 st Grade	27	37	3	67
2 nd Grade	36	27	4	67
3 rd Grade	31	24	6	61
4 th Grade	36	24	5	65
Special Education	1	2	0	3
Total	156	155	23	334

F. The number of students, by grade and race, enrolled in Lawrence County High School and Lawrence County Technical and Career Center are listed below.

Grade	Black	White	Other	Total
9 th Grade	76	93	10	179
10 th Grade	61	60	5	126
11 th Grade	47	61	5	113
12 th Grade	49	66	3	118
Special Education	8	2	0	10
Total	241	282	23	546

G. The number of students, by grade and race, enrolled in New Hebron Attendance Center are listed below.

Grade	Black	White	Other	Total
Kindergarten	11	18	2	31
1 st Grade	14	15	2	31
2 nd Grade	19	10	1	30
3 rd Grade	19	12	0	31
4 th Grade	27	7	0	34
5 th Grade	17	15	1	33
6 th Grade	11	10	1	22
7 th Grade	20	10	1	31
8 th Grade	31	15	2	48
Special Education	0	0	0	0
Total	169	112	10	291

H. The number of students, by grade and race, enrolled in Topeka Tilton Attendance Center are listed below.

Grade	Black	White	Other	Total
Kindergarten	0	28	4	32
1 st Grade	3	29	0	32
2 nd Grade	5	26	3	34
3 rd Grade	4	31	1	36
4 th Grade	1	29	2	32
5 th Grade	4	26	2	32
6 th Grade	4	23	2	29
7 th Grade	5	41	2	48
8 th Grade	2	36	1	39
Total	28	269	17	314

II. Certified Employees

A. The number of full-time certified employees by race in the Lawrence County School District.

Race	Certified Employees	Percent of Total
Black	50	29%
White	124	71%
Hispanic	1	.6%
Asian	0	0%
Native American	0	0%
Total	175	

B. The number of full-time certified employees, by race, at each school site:

School	Black	%	White	%	Other	%	Total
Rod Paige Middle School	11	42%	15	58%	0	0%	26
Monticello Elementary School	7	21%	27	79%	0	0%	34
Lawrence County High School + Lawrence County Technical and Career Center	17	33%	34	65%	1	2%	52
New Hebron Attendance Center	5	18%	22	81%	0	0%	27
Topeka Tilton Attendance Center	5	18%	23	82%	0	0%	28
District Office	5	63%	3	38%	0	0	8
Total	50	28%	124	71%	1	.1%	175

C. The number of part-time certified teachers, by race, at each school:

School	Black	White	Other	Total
Rod Paige Middle School	1	1	0	2
Monticello Elementary School	1	1	0	2
Lawrence County High School + Lawrence County Technical and Career Center	0	1	0	1
New Hebron Attendance Center	0	3	0	3
Topeka Tilton Attendance Center	0	1	0	1
Total	2	7	0	9

*For Further explanation, see the attached Mississippi Student Information System Data.

III. Majority to Minority Transfers

The District Continues to implement majority-to-minority (M to M) student transfers, whereby a student may elect to transfer from his or her assigned school in which his or her race is in the minority. There was a request for two transfers by race under the majority to theminority transfer provision which was a part of the Court's Order of November 7, 1969.

M to M transfers for 2021-2022:

From Topeka Tilton Attendance Center to Rod Paige Middle School: 1

IV. Board Approved Inter-district Transfers

000005

Approved Out of District Transfers for Students Transferring Out of Lawrence County School District

Assigned School District	Approved Out of District Transfers	Black	White	Other	Total
Lawrence County School District	Brookhaven School District	1	2	0	3
Lawrence County School District	Marion County School District	0	2	0	2
Lawrence County School District	Columbia School District	0	1	0	1
Lawrence County School District	North Pike School District	0	2	0	8
Total		0	7	0	8

Approved Out of District Transfers for Students Transferring into Lawrence County School District

Assigned School District	Approved Out of District Transfers	Black	White	Other	Total
Jefferson Davis County School District	Lawrence County School District	6	0	0	6
Lincoln County School District	Lawrence County School District	0	3	0	3
Walthall County School District	Lawrence County School District	3	0	0	3
Copiah School District	Lawrence County School District	0	1	0	1
Total		9	4	0	13

Approved Out of District Transfers for Students Transferring into Lawrence County School District

Assigned School District	MES	RPMS	LCHS	NHAC	TTAC	Total
Jefferson Davis County School District	1 Black		1 Black	4 Black; 0 White		6
Copiah School District	1 White					1
Lincoln County School District					3 White	3
Walthall County School District	1 Black	1 Black	1 Black			3
Total						13

Inter-district Transfers of School District Employees

From Jefferson Davis County School District: 6
From Lincoln County School District: 1
From Walthall County School District: 3
From Copiah School District: 1

Board Approved Inter-district Transfers

To Brookhaven School District: 3
To Columbia School District: 1
To Marion County School District: 2
To North Pike School District: 2

V. Intra-district Student Transfers

Board Approved Intra-district Transfers

From New Hebron Attendance Center to Monticello Elementary School: 1
From New Hebron Attendance Center to Rod Paige Middle School: 1
From New Hebron Attendance Center to Topeka Tilton Attendance Center: 0
From Rod Paige Middle School to New Hebron Attendance Center: 1
From Rod Paige Middle School to Topeka Tilton Attendance Center: 3
From Monticello Elementary School to New Hebron Attendance Center: 0
From Monticello Elementary School to Topeka Tilton Attendance Center: 0
From Topeka Tilton Attendance Center to Monticello Elementary: 1
From Topeka Tilton Attendance Center to Rod Paige Middle School: 1

VI. Transportation:

Our transportation system is desegregated.

VII. Facilities and Construction:

There are no current plans for construction of new facilities in Lawrence County School District.

VIII. School Property

Lawrence County School District has not sold any property during this timeframe.

IX. Bi-Racial Advisory Committee

There is an established Bi-Racial Advisory Committee. Meeting dates are established by the Bi-Racial Committee Members.

X. Recruiting and Hiring

The procedures are attached.

RECRUITMENT AND HIRING

A. Recruitment of Black Teachers and Administrators

Our Personnel Department works closely with the Superintendent in regards to recruiting minority teachers. Traditionally, a district representative attends college recruitment fairs at Mississippi colleges and universities. Due to COVID-19, the Personnel Department was unable to attend recruitment fairs at colleges and universities in 2021.

B. Retention

1. Provides a mentor program and support network for all teachers.
2. Schedules Teacher/Mentor meetings throughout the year for all teachers that have worked in the district less than five years.

C. Personnel Requisitions

1. Personnel requisitions must be completed to fill Lawrence County School District positions. Requisitions must be initiated by the department/school site, submitted to the Office of Personnel, and approved by the Superintendent of Education.\
2. Personnel Requisitions should indicate the following:
 - Position Title
 - Hours per Day
 - Hourly Rate of Pay
 - Location/Department
 - Related Work Experience Required
 - Exempt or Nonexempt Status of the Position.
 - Reason for the Opening.
 - Essential Job Functions and Qualifications (or a current job description may be attached).
 - Special Recruitment Advertising Instructions.
3. Upon receiving notice of a certified vacancy, notice of the vacancy is sent to the co-chairman of the Bi-Racial Committee.

D. Advertisement of Vacancies

1. The Office of Personnel will create job postings that describe the vacancy. All job openings will be concurrently advertised in the Lawrence County Press, K12jobspot.com, and Frontline Recruiting and Hiring. Jobs will remain posted until the position is filled.

E. Hiring System

Lawrence County School District is currently using Frontline Recruiting and Hiring for applicants to submit applications for any vacancy within the school district.

F. Applicant Pool

Applicants can submit an online application for areas of interest. When a position becomes available in a chosen specific area of interest, the Frontline Recruiting and Hiring system will associate the applicant's interests and the job posting. The system will submit the applicant's online application into the specific position's job pool.

G. Procedures

1. The Recruitment and Hiring procedures are attached

Screening and Selection Process for Employment
Lawrence County School District
Office of Personnel
346 Thomas E. Jolly Drive
Monticello, MS 39654
Phone: (601) 587-2506
Fax: (601) 587-2221

Step I-Place Application on File

1. New and current applicants must complete an online application for employment.
 - a. Transcript(s), certificates, Mississippi Educator License, or test scores must be uploaded to the applicant's Frontline profile.
 - b. Verification of former Employment form must be completed.
 - c. Reference survey must be completed online
2. Former employees must complete the same process of employment as is required by all other candidates. However, their permanent files are still on record in the Office of Personnel.
3. Incomplete applications will be kept on file for a period of one year and will not be considered for a personnel screening.

Step II-Screening and Interview

1. After all documents in Step I are on file, an initial screening of applicants will be conducted prior to an interview. The screening decision is based on the online application and uploaded documents.
2. A qualified applicant will be notified when to report for an interview. Eligible candidates who are not recommended for hire will continue to be active for one year.
3. The Office of Personnel will conduct professional reference checks and employment verification on qualified candidates. A minimum of three professional references are required from each candidate.
4. After a recommendation of a qualified candidate has been decided an offer **will** be made contingent on the satisfactory completion of required background checks.

Step III-Background Check

- I. The applicant must complete a background check at the Lawrence County School District Central Office. Important documents to bring to a scheduled background check are:
 - a. Social Security Card
 - b. Identification Card
2. The applicant must complete a Mississippi Child Abuse Registry Background Check. The Office of Personnel will provide instructions.

Step IV-Recommendation to the Lawrence County School Board

1. The recommendation for a qualified applicant will be signed by the head of the department/school site, personnel director, and superintendent.
2. The completed recommendation for a qualified applicant will be submitted to the Lawrence County School Board for approval or denial.
3. Once the Lawrence County School Board approves or denies the recommendation, the applicant is notified of the decision.
4. If the applicant is approved, a contract of employment will be issued. The applicant will be directed to the Payroll department to complete required documentation.

An Equal Opportunity Employer

LAWRENCE COUNTY SCHOOL DISTRICT MONTH 1 ENROLLMENT						
Reporting Month Aug./Sept. 2021						
GRADE	RP	MES	LCHS	NH	TT	TOTAL
K		71		31	32	134
1		67		31	32	130
2		67		30	34	131
3		61		31	36	128
4		65		34	32	131
5	76			33	32	141
6	63			22	29	114
7	73			31	48	152
8	68			48	39	155
9			179			179
10			126			126
11			113			113
12			118			118
56	0	3				3
DD 54						0
58	5		10			15
78						0
TOTAL	285	334	546	291	314	1770
Previous	314	354	528	299	335	1830
CHANGE	(19)	(20)	18	(8)	(21)	(60)
ADA	85.36	89.47	85.28	91.58	93.16	88.52

Mississippi Student Information System

Report : Net Membership by
Race/Gender

Run by : ALEXANDERC

Report Date: October 7, 2021 12:44 PM

October 7, 2021

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Thursday, 12:44 PM

Grade	Black			White			Hispanic			Asian			Native-American			Pacific Islander			Two or More			Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	
3900-LAWRENCE CO SCHOOL DIST						004-ROD PAIGE MIDDLE SCHOOL																
05	13	26	39	19	13	32	2	0	2	0	0	0	0	0	0	0	0	0	2	1	3	76
06	16	14	30	19	12	31	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	63
07	15	18	33	18	18	36	1	0	1	1	0	1	0	0	0	1	0	1	0	1	1	73
08	16	21	37	11	18	29	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0	68
56	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
58	1	1	2	1	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
Total:																						
	61	80	141	68	63	131	3	1	4	2	0	2	0	0	0	1	0	1	3	3	6	285

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Grade	Black			White			Hispanic			Asian			Native-American			Pacific Islander			Two or More			Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	
3900-LAWRENCE CO SCHOOL DIST						008-MONTICELLO ELEMENTARY SCHOOL																
01	14	13	27	17	20	37	1	1	2	0	0	0	0	0	0	0	0	0	1	0	1	67
02	19	17	36	13	14	27	2	1	3	0	0	0	0	0	0	0	1	1	0	0	0	67
03	17	14	31	12	12	24	1	2	3	0	0	0	0	0	0	0	0	0	2	1	3	61
04	22	14	36	10	14	24	0	4	4	0	0	0	0	0	0	0	0	0	1	0	1	65
54	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
56	1	0	1	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
64	14	11	25	24	17	41	2	1	3	0	0	0	0	0	0	0	0	0	1	1	2	71
Total:																						
	87	69	156	77	78	155	6	9	15	0	0	0	0	0	0	0	1	1	5	2	7	334

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Grade	Black			White			Hispanic			Asian			Native-American			Pacific Islander			Two or More			Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	
3900-LAWRENCE CO SCHOOL DIST						012-LAWRENCE COUNTY HIGH SCHOOL																
09	39	37	76	37	56	93	2	2	4	0	0	0	0	0	0	0	0	0	3	3	6	179
10	26	35	61	31	29	60	0	1	1	0	0	0	0	0	0	0	0	0	2	2	4	126
11	26	21	47	26	35	61	1	0	1	0	0	0	0	0	0	0	0	0	1	3	4	113
12	22	27	49	33	33	66	2	0	2	0	1	1	0	0	0	0	0	0	0	0	0	118
58	5	3	8	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10
78	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:																						
	118	123	241	127	155	282	5	3	8	0	1	1	0	0	0	0	0	0	6	8	14	546

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Grade	Black			White			Hispanic			Asian			Native-American			Pacific Islander			Two or More			Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	
3900-LAWRENCE CO SCHOOL DIST						016-NEW HEBRON ATTENDANCE CENTER																
01	6	8	14	6	9	15	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	31
02	7	12	19	6	4	10	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	30
03	9	10	19	8	4	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	31
04	12	15	27	4	3	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	34
05	9	8	17	7	8	15	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	33
06	8	3	11	5	5	10	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	22
07	12	8	20	8	2	10	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	31
08	16	15	31	9	6	15	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	48
56	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
64	4	7	11	8	10	18	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	31
Total:																						
	83	86	169	61	51	112	2	2	4	0	1	1	0	0	0	0	0	0	2	3	5	291

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Grade	Black			White			Hispanic			Asian			Native-American			Pacific Islander			Two or More			Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	
3900-LAWRENCE CO SCHOOL DIST						024-TOPEKA TILTON ATTENDANCE CENTER																
01	2	1	3	17	12	29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	32	
02	2	3	5	15	11	26	1	0	1	0	0	0	0	0	0	0	0	0	1	1	2	34
03	3	1	4	13	18	31	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	36
04	1	0	1	16	13	29	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	32
05	3	1	4	12	14	26	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	32
06	2	2	4	13	10	23	0	1	1	0	0	0	0	0	0	0	0	0	1	0	1	29
07	3	2	5	17	24	41	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	48
08	1	1	2	24	12	36	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	39
64	0	0	0	10	18	28	0	0	0	1	0	1	0	0	0	0	0	0	2	1	3	32
Total:																						
	17	11	28	137	132	269	2	1	3	1	0	1	0	0	0	0	0	0	8	5	13	314

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Grade	Black			White			Hispanic			Asian			Native-American			Pacific Islander			Two or More			Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	
3900-LAWRENCE CO SCHOOL DIST																						
01	22	22	44	40	41	81	1	1	2	0	0	0	0	0	0	0	0	0	1	2	3	130
02	28	32	60	34	29	63	3	1	4	0	0	0	0	0	0	0	1	1	2	1	3	131
03	29	25	54	33	34	67	1	2	3	0	0	0	0	0	0	0	0	0	3	1	4	128
04	35	29	64	30	30	60	0	4	4	0	0	0	0	0	0	0	0	0	2	1	3	131
05	25	35	60	38	35	73	3	0	3	0	0	0	0	0	0	0	0	0	4	1	5	141
06	26	19	45	37	27	64	1	1	2	0	0	0	0	0	0	0	0	0	2	1	3	114
07	30	28	58	43	44	87	1	1	2	1	0	1	0	0	0	1	0	1	1	2	3	152
08	33	37	70	44	36	80	0	1	1	1	1	2	0	0	0	0	0	0	0	2	2	155
09	39	37	76	37	56	93	2	2	4	0	0	0	0	0	0	0	0	0	3	3	6	179
10	26	35	61	31	29	60	0	1	1	0	0	0	0	0	0	0	0	0	2	2	4	126
11	26	21	47	26	35	61	1	0	1	0	0	0	0	0	0	0	0	0	1	3	4	113
12	22	27	49	33	33	66	2	0	2	0	1	1	0	0	0	0	0	0	0	0	0	118
54	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
56	1	0	1	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
58	6	4	10	1	4	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15
64	18	18	36	42	45	87	3	2	5	1	0	1	0	0	0	0	0	0	3	2	5	134
78	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:																						
	366	369	735	470	479	949	18	16	34	3	2	5	0	0	0	1	1	2	24	21	45	1770

STATE SUMMARY

* End of Report *

000019

Employees Race/Gender Report
2021 - 2022

October 7, 2021

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3900 LAWRENCE CO SCHOOL DIST

	Race Code:	B	H	TM	W	B	W	School
	Gender	Female	Female	Female	Female	Male	Male	Total
001	LAWRENCE CO SCHOOL DIST	14	1	0	17	9	15	56
004	ROD PAIGE MIDDLE SCHOOL	19	0	0	12	2	3	36
008	MONTICELLO ELEMENTARY SCHOOL	14	0	0	31	3	2	50
012	LAWRENCE COUNTY HIGH SCHOOL	18	1	1	23	6	9	58
016	NEW HEBRON ATTENDANCE CENTER	11	0	0	26	0	3	40
024	TOPEKA TILTON ATTENDANCE CENTER	6	0	0	30	1	3	40
090	LAWRENCE CO TECH & CAREER CENTER	3	0	0	6	0	4	13
	Total	85	2	1	145	21	39	293

Race Code Description:

AS - Asian

NA - Asian

B - Black or African American

PI - Native Hawaiian or Pacific Islander

H - Hispanic or Latino

W - White